

FEDERAL EMPLOYEES' BASE PAY

How It Is Fixed OVERSEAS

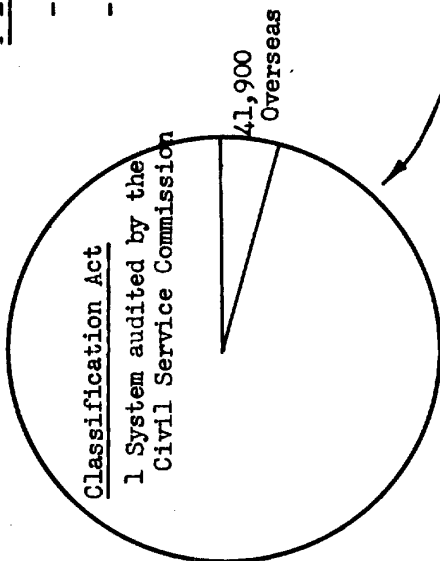
- There are 35-40 INDEPENDENT systems used overseas.
- Widely differing principles and policies govern these systems.
- The 179,800 Federal employees stationed overseas are paid in practically as many different ways as are the 2-1/4 million in the United States.
- Each of the 24 agencies operating overseas requires free interchange of personnel between overseas and stateside operations: DIFFERENCES in PAY SYSTEMS complicate this flow.

The OVERSEAS PAY SITUATION is so complex and inter-related with the DOMESTIC that it cannot be solved outside the TOTAL Federal pay picture.

The TOTAL Picture ----

FEDERAL BASE PAY FIXING

992,000 Employees



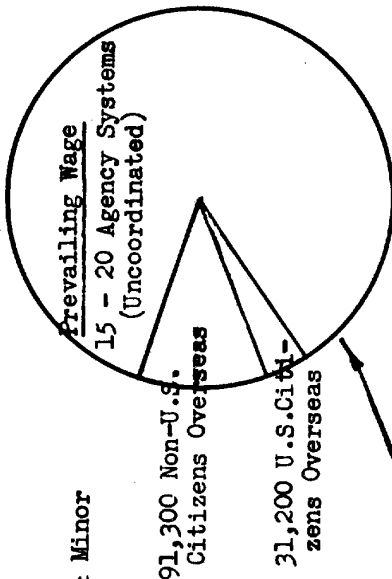
Policy:

- Price the JOB: Disregard the MAN
- PAY a Statutory Schedule (Uneven compared with non-Government pay)

- Systems: 35 - 40 Uncoordinated

- Policies: Wide Variation, Major & Minor

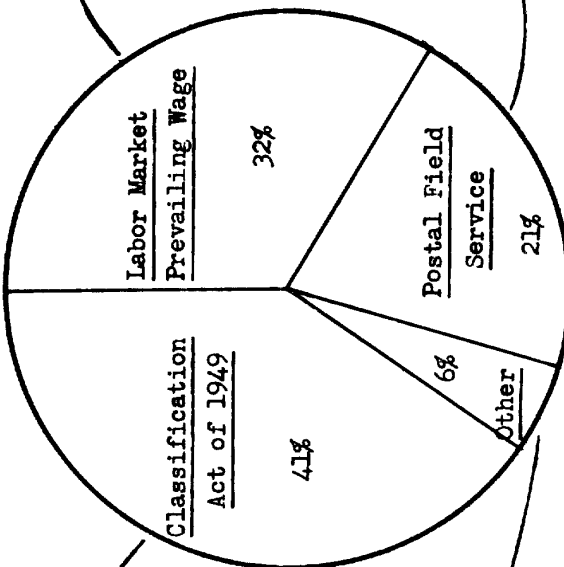
772,000 Employees



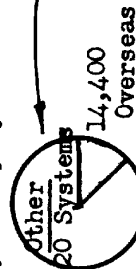
Policy:

- Price the JOB: Disregard the MAN
- PAY What Industry Pays

2,400,000 Employees*
(179,800 Overseas)



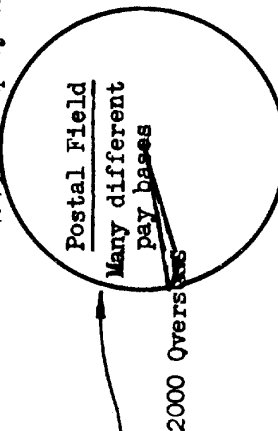
139,000 Employees



Policies:

- Price the MAN - on Rank in Promotional Hierarchy
- on Personal Qualifications
- Price the JOB - on Various Bases

497,000 Employees



Policies:

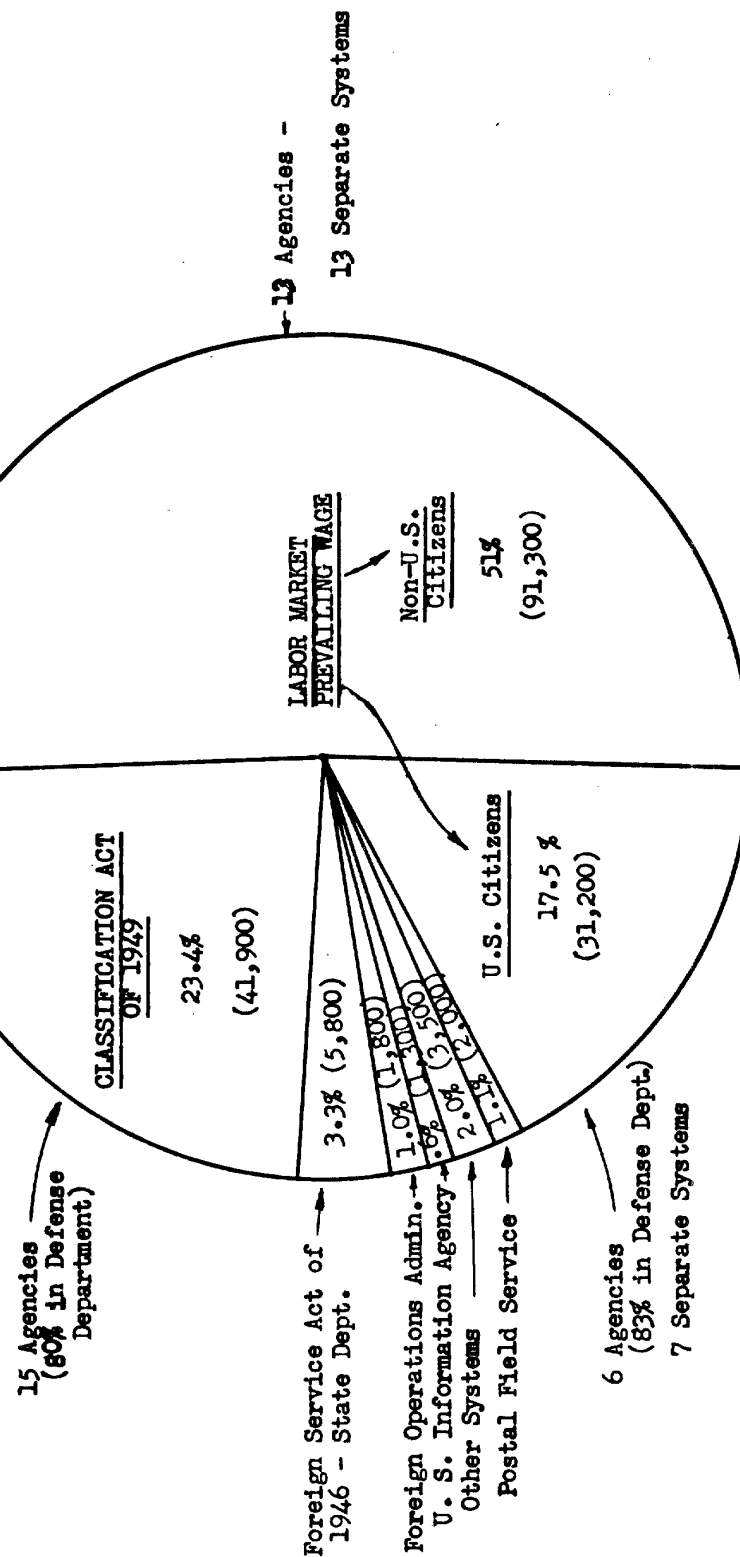
- Price the JOB - on Receipts
- on Mileage
- on # Supervised
- on Other Bases
- Price the MAN - on Longevity

* As of Sept. 1953-CSC data.

FEDERAL BASE PAY FIXING

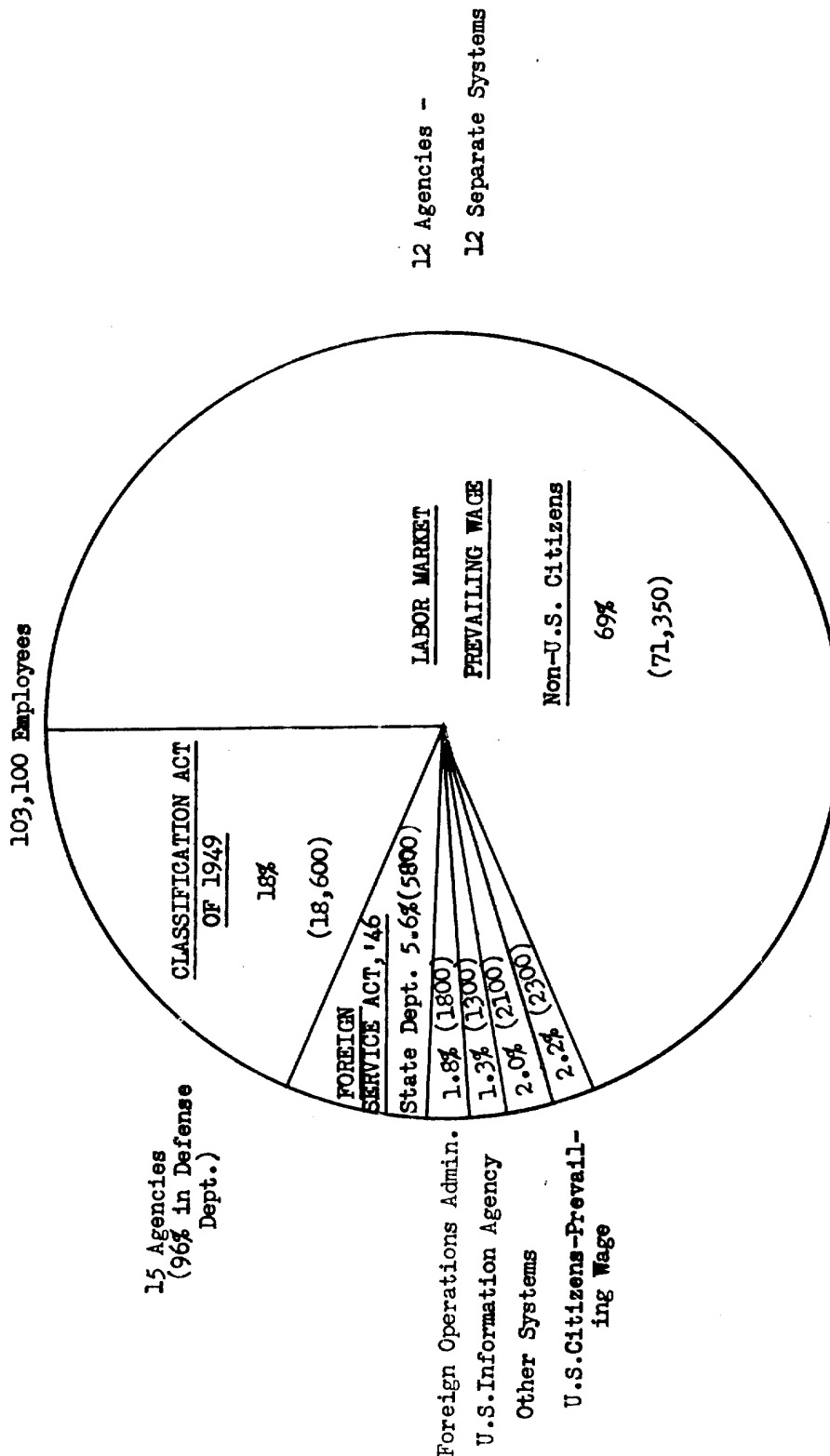
OVERSEAS: FOREIGN AREAS & TERRITORIES

179,800 Employees



FEDERAL BASE PAY FIXING

OVERSEAS: FOREIGN AREAS



FEDERAL BASE PAY FIXING

MANY SYSTEMS APPLICABLE OVERSEAS:

35 - 40 UNCOORDINATED

	BB-CSC Report* Page No.
A. Statutory Pay Schedules	
1. Classification Act of 1949	80
2. Foreign Service Act of 1946	86
3. Postal Pay Act of 1945	90
4. P.L. 293, 79th Cong. (Vet. Admin., M&S)	91
5. Executive Pay Act of 1949	92

B. Administrative-Statutory
Pay Schedules

1. The Point 4 System	93
2. Mutual Security Agency (FOA)	95
3. The Panama Canal Co. - Canal Zone Government	97
4. Treasury Dept. - U.S.C.G. civilians	100
5. 11 Other Small but Different Systems	100

C. Labor Market Prevailing
Wage Systems

1. Wage Board - General (U. S. Citizens and Non-U S. Citizens in 15 - 20 Separate Syst. m.)	102
2. Department of Defense (Several Separate Systems)	102
3. The Panama Canal Company - Canal Zone Government	108
4. Department of the Interior	111
5. Selective Service System	113
6. Department of State - Non-U.S. Citizens	113

IN ADDITION - There are many other systems applicable within the Continental United States.

*Report on Overseas Pay and Personnel Practices,
Senate Committee Print, January 28, 1953,
Senate Post Office & Civil Service Committee

FEDERAL BASE PAY FIXING

Variations in POLICY -

1. Price the JOB: Disregard the MAN

a. PAY Statutory Salary, or

Classification Act of 1949
Executive Pay Act of 1949

b. PAY Labor Market Prevailing Rates, or

Wage Board Systems
Aliens Overseas

c. PAY on Receipts, Mileage, Number Supervised,
Cubic Footage, etc.

Postal Field Service

OR

2. Price the MAN: Value of the JOB is Incidental or Disregarded

a. On Rank in a Promotional Hierarchy, or

Foreign Service Act of 1946

b. On Personal Qualifications, or

Vet. Admin., M&S;USPHS professional employees

c. On Seniority; Longevity

Postal Field Service

* * * * *

3. Price the JOB on the Number of Employees SUPERVISED

versus

Postal Field Service

4. Number of Employees SUPERVISED Must NOT Be the Sole Basis
for Classifying the JOB

Classification Act of 1949

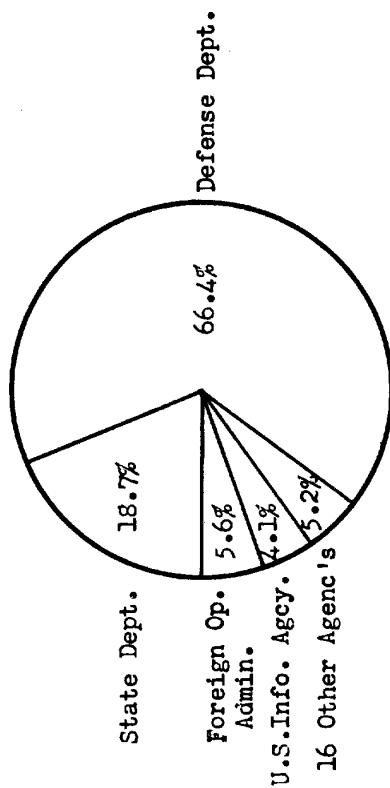
AGENCIES AND EMPLOYEES INVOLVED:

Total Employees Overseas - 181,000*

I. U. S. CITIZEN EMPLOYEES -

85,000

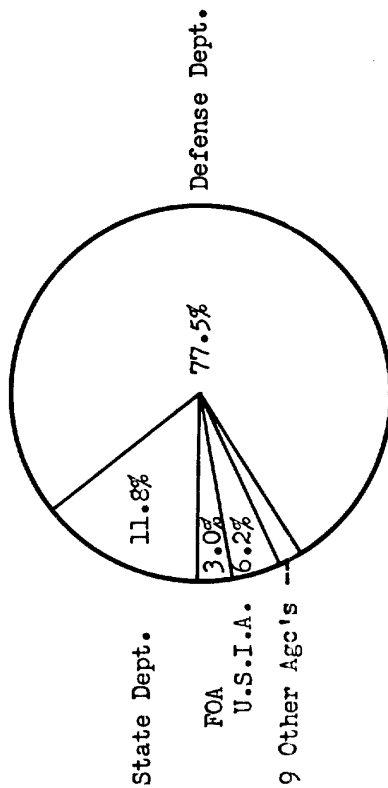
A. FOREIGN AREAS - 30,000



II. NON-CITIZEN EMPLOYEES -

96,000

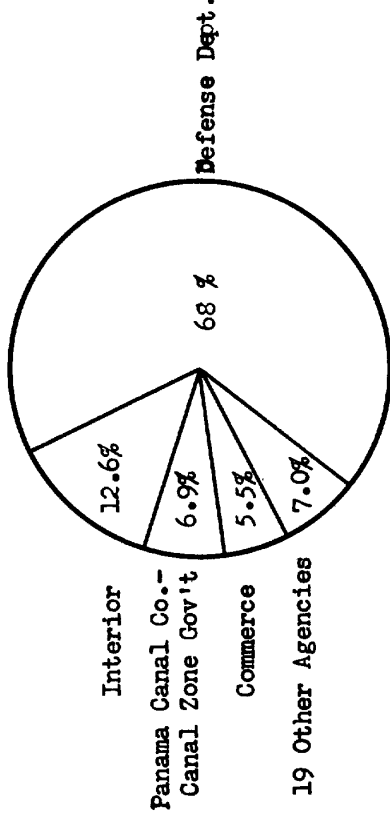
A. FOREIGN AREAS - 76,000



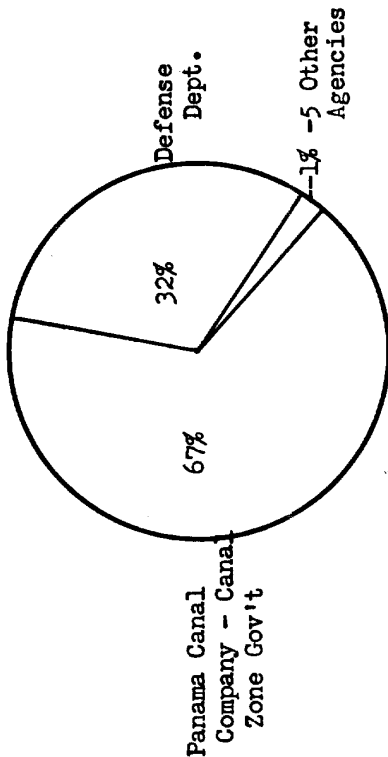
Total - Foreign Areas 106,000

* As of Oct. 1953

B. TERRITORIES - 55,000



B. TERRITORIES - 20,000



Total - Territories 75,000